



Written Comments

HCR116

**REQUESTING THE LEGISLATIVE REFERENCE BUREAU, IN CONSULTATION
WITH THE DEPARTMENT OF EDUCATION AND UNIVERSITY OF HAWAII AT
MANOA COLLEGE OF EDUCATION, TO PREPARE A STUDY THAT EXAMINES
AND PROVIDES RECOMMENDATIONS ON IMPROVING THE RETENTION OF
TEACHERS WITHIN THE DEPARTMENT OF EDUCATION**

Comments by the Legislative Reference Bureau
Charlotte A. Carter-Yamauchi, Acting Director

Presented to the House Committee on Labor & Public Employment

Friday, March 20, 2015, 9:30 a.m.
Conference Room 309

Chair Nakashima and Members of the Committee:

Good morning Chair Nakashima and members of the Committee, my name is Charlotte Carter-Yamauchi and I am the Acting Director of the Legislative Reference Bureau. Thank you for providing the opportunity to submit comments on H.C.R. No. 116, Requesting the Legislative Reference Bureau, in consultation with the Department of Education and University of Hawaii at Manoa College of Education, to Prepare a Study That Examines and Provides Recommendations on Improving the Retention of Teachers Within the Department of Education.

The purpose of this measure is to request that the Legislative Reference Bureau, in consultation with the Department of Education and University of Hawaii at Manoa College of Education, prepare a study that examines and provides recommendations on improving the retention of teachers within the Department of Education.

The measure also requests that the study include the following:

- (1) Cases and reports over the past ten years by teachers and administrators on specific factors that had encouraged or discouraged retention as based on years of service within the Department of Education;

- (2) Specific data on the average length of service within the Department of Education of teachers who graduated from University of Hawaii programs, other accredited teacher preparation programs within the State of Hawaii, and those who transfer into the State from other states, as well as an analysis of the factors contributing to differing persistence rates; and
- (3) Recommendations of administrative and legislative possibilities to incentivize teachers toward continued employment within the Department of Education, and any other proposed strategies designed to mitigate the systemic shortage of qualified teachers.

While the Legislative Reference Bureau takes no position on this measure, we submit the following comments for your consideration.

While the measure requests that the Bureau conduct the study on personnel retention issues of the Department of Education, it does not request that the Department of Education comply with any request for information made by the Bureau in order to conduct the study. In addition, with specific regard to the inclusion of "[c]ases and reports over the past ten years by teachers and administrators on specific factors that had encouraged or discouraged retention as based on years of service within the Department of Education," it is unknown to the Bureau if the Department of Education would be able to legally share such personnel information with the Bureau, as such information may be deemed as confidential personnel information.

Furthermore, with regard to the information requested under paragraphs (1) and (2) above, it is unknown to the Bureau if the Department of Education collects, compiles, and retains such personnel information. If the Department does not, then it is doubtful whether the Bureau would be able to obtain such information independently. Even in the event the Bureau is able to obtain some information independently, the effort to complete the requested study under such circumstances will take significantly longer than the current time provided (submission of the report no later than twenty days prior to the convening of the 2016 Regular Session) and will require substantial additional resources to complete.

Accordingly, we would request that if the Committee intends to move this measure, the measure be amended to condition the Bureau's responsibility for completing the requested study on receiving the information contained in paragraphs (1) and (2) on page 2, lines 4-15, of the measure.

Finally, it is unclear to the Bureau:

- (1) What the phrase "as based on years of service within the Department of Education" means in the context of identifying "specific factors that had

encouraged or discouraged retention" in paragraph (1) on page 2, lines 5-7 of the measure; and

- (2) What "an analysis of the factors contributing to *differing persistence rates*" means as that phrase is used in paragraph (2) on page 2, lines 14-15 of the measure.

Further clarification would be necessary in order for the Bureau to comply with these provisions of the report request.

Thank you again for this opportunity to provide comments.



STATE OF HAWAII
DEPARTMENT OF EDUCATION
P.O. BOX 2360
HONOLULU, HAWAII 96804

Date: 03/20/2015

Time: 09:30 AM

Location: 309

Committee: House Labor & Public
Employment

Department: Education

Person Testifying: Kathryn S. Matayoshi, Superintendent of Education

Title of Resolution: HCR 116 REQUESTING THE LEGISLATIVE REFERENCE BUREAU, IN CONSULTATION WITH THE DEPARTMENT OF EDUCATION AND UNIVERSITY OF HAWAII AT MANOA COLLEGE OF EDUCATION, TO PREPARE A STUDY THAT EXAMINES AND PROVIDES RECOMMENDATIONS ON IMPROVING THE RETENTION OF TEACHERS WITHIN THE DEPARTMENT OF EDUCATION.

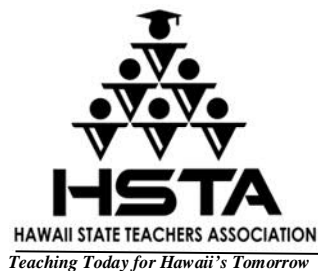
**Purpose of
Resolution:**

Department's Position:

The Department of Education (Department) offers the following comments on HCR116 / HR69.

The Department remains committed to supporting its teachers and to improving the teaching experience. As a result, teacher retention rates and student achievement results have increased in recent years.

The Department defers to the Legislative Reference Bureau for a position on the resolutions and is available to consult, upon request, in connection with any resulting study.



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TESTIMONY BEFORE THE COMMITTEE ON
LABOR AND PUBLIC EMPLOYMENT

DATE: FRIDAY, MARCH 20, 2015

RE: HCR 116 / HR 69 – LEGISLATIVE REFERENCE BUREAU TEACHER
RETENTION STUDY

PERSON TESTIFYING: JOAN LEWIS, VICE PRESIDENT
HAWAII STATE TEACHERS ASSOCIATION

The Honorable Chair Mark Nakashima, Vice Chair Jerrett Keohokalole and Members of
the Committee:

On behalf of Hawai'i's 13,500 public and public charter school teachers, the Hawai'i
State Teachers' Association (HSTA) is **IN SUPPORT OF HCR 116 and HR 69.**

While HSTA and the Hawai'i Department of Education have sent copies of our recently
completed Joint Salary Study to the Hawai'i State Legislature, we welcome the further
review into the teacher retention issues that continue to plague our state.

We know that the "churn" that occurs ultimately impacts our students in the most
deleterious ways. Further, every dollar that is used to offset the churn is one less dollar
to be used in support of our students, our teachers, and our schools.

Further, by including both the Hawai'i DOE and the University of Hawai'i at Manoa in the
study we would be able to maximize the local expertise that would be beneficial in
making recommendations from all angles of this issue.

This particular resolution goes beyond studying the issue into asking for
recommendations that we hope would become actionable on the part of the legislative
body. We welcome all appropriate actions that will help Hawai'i's students have access
to the best teachers possible and Hawai'i's school system to be able to retain them.

Thank you for the opportunity to testify **IN SUPPORT OF HCR 116 and HR 69.**

From: mailinglist@capitol.hawaii.gov
Sent: Thursday, March 19, 2015 9:32 AM
To: LABtestimony
Cc: burgharc@gmail.com
Subject: Submitted testimony for HCR116 on Mar 20, 2015 09:30AM

HCR116

Submitted on: 3/19/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
cheryl	Individual	Comments Only	No

Comments: May I consult on this committee? Retired teacher of 40 years! Great idea and we need to work together. Let's look at growing more of our own here on our islands as well.

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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keohokalole2-Relley

From: mailinglist@capitol.hawaii.gov
Sent: Wednesday, March 18, 2015 8:06 PM
To: LABtestimony
Cc: jamesjtz@aol.com
Subject: *Submitted testimony for HR69 on Mar 20, 2015 09:30AM*

HR69

Submitted on: 3/18/2015

Testimony for LAB on Mar 20, 2015 09:30AM in Conference Room 309

Submitted By	Organization	Testifier Position	Present at Hearing
James Gauer	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

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